

Dept of DHS-Glenwood (411) Facts – FY '08

http://www.dhs.state.ia.us/



General Information

Address: Glenwood Resource Center
711 South Vine
Glenwood, IA 51534

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 923	# PT EEs: 4	# Temporary EEs: 11	Average Length of Service: 13.12
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Span of Control: 9.08	% Performance Evaluations Completed: 73%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	37	45-54	337	<25	0	45-54	35	# of Females:	606	# of Males:	317
25-34	166	55-64	198	25-34	15	55-64	30	% of WF:	65.66%	% of WF:	34.34%
35-44	173	65+	12	35-44	17	65+	1	Average Age:	46.02	Average Age:	45.08
Employee Average Age: 45.70				Supervisor Average Age: 48.79				Average Length of Service: 13.71		Average Length of Service: 11.99	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	24	# of African-American:	7	# of Non-minorities:	759
% of Workforce:	2.60%	# of Asian:	8	% of Workforce:	82.23%
Average Age:	46.27	# of American Indian:	2	Average Age:	46.64
Average Length of Service:	10.90	# of Hispanic or Latino:	7	Average Length of Service:	15.25

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	27	# of Persons With Non-Disabilities:	769
% of Workforce:	2.93%	% of Workforce:	83.32%
Average Age:	53.34	Average Age:	44.79
Average Length of Service:	19.67	Average Length of Service:	11.79

Officials/Administrators EEO Category 1: 83	Professionals EEO Category 2: 108	Technicians EEO Category 3: 56	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 38	Skilled Craft EEO Category 7: 43	Service/Maintenance EEO Category 8: 595

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 136	Transfer In: 0
Retirements: 21	All Terminations: 38	Voluntary Quits: 65	Transfer Out: 0

# of Classes Used: 118	Most Populous Classes: Resident Treatment Wrkr (494), Resident Treatment Supervisor (40), Registered Nurse (28)		
Separations - By Class:	Resident Treatment Wrkr (74), Registered Nurse (8), Psychology Asst (5), Residential Treatment Supervisor (5)		
# Eligible for Retirement:	198 in next 5 years	% Eligible: 21.45%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$174,562.72	Sick Leave Payouts: \$35,890.93	Annual Payroll: \$43,880,023.60	Avg. Base Salary: \$41,195	Overtime Days Worked: 18,797.9
Overtime Cost: \$4,099,031.03	Reassignment Pay: \$0	Recruitment Bonus Pay: \$2,000.00	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$140,831.00	Vacation Pay - Earned Value: \$2,873,134.87	Vacation Days Earned: 17,669.8	Vacation Used Expense: \$2,619,825.41	Vacation Days Taken: 15,871.0
Workers' Comp Days Used: 1,979	Sick Leave Days Earned: 15,138.9	Reg. Sick Leave Used Expense: \$1,523,933.82	Reg. Sick Leave Days Used: 9,891.2	Converted Sick Leave To Vacation Days Used: 504.5
	Sick Leave -Earned Value: \$2,317,750.54		Avg. Sick Leave Days Per EE: 10.72	Converted Sick Leave To Vacation Used Expense: \$95,132.24
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 7 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$34,008.00	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$3,104.00		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 10, 2009